

COURSE DESCRIPTION

Course title: Comportamento organizzativo

Pilot domain: Culture: Diversity & Identity

ECTS: 6 ECTS

Period of delivery: Second semester

Mode of delivery: Semester course on campus/on site

Language of instruction: Italian

Study cycle: BA

Contact name: Luigi Maria Sicca

Contact email: lumsicca@unina.it

General information about the course

Learning outcomes

The goal of the course in "Organizational Behavior" is to introduce students to a constructivist perspective of organizing. From first, the ontological and epistemic foundations underlying social constructivism will be analyzed, as well as the historical path leading to the "narrative turn" in organizational studies. Following this, the construction and reconstruction of action networks, the role of narratives in organizations and how to organize narratives will then be analyzed. Organizations that are both "texts" and "inscribed in technical objects" will be studied through their codification processes as modes of management; so, will leadership as an experience of service. In the middle of the course, the focus will be on organizational change and related paradoxes, accompanied by an in-depth study of narrative tools through which to read and reread these changes. The course will then consider some fundamental "gender issues," between globalization drives and urgent managerial discriminations that affect organizational action and the attitude to "organizing without organizations."

Expected learning outcomes (Dublin descriptors)

Knowledge and understanding

Students must be able to handle the theoretical framework and primary concepts of social constructivism and of the narrative approach. With such theoretical knowledge they must be able to approach organizations and the process of organizing critically, reconstructing the dense network of actions from which the actors and structures of, both labor and non-labor, organizations emerge. In addition, the student will be asked for a clear understanding of what stories are, how they can be collected, and their implications in business organization studies.

Applying knowledge and understanding

By the end of the course, students will be able to approach organizations critically, thanks to the tools acquired during the course. They will be able to deconstruct narrative structures and understand how and why certain actors (human and nonhuman) hold positions of authority.

With the acquired methodological tools they will be able to gather information in and from organizations through interviews, analysis of stories narrated in and by firms. In addition, they will have greater competence in reading moments of change in organizations and the difficulties related to them, bringing in a process of "diagnosis" and thus "cure" of the major critical issues. Finally, students are expected to be able to argue a clear distinction between science and social science, strengthening their theoretical position for future studies.

Course content/syllabus

The course will address the issues of narrative and organizing in parallel. The proposed texts in bibliography will be used concurrently to return to students a holistic understanding of the topics covered in class. The macro-themes, which will be specifically declined below, can be presented as follows: the epistemological approach of social constructivism, networks of action, identifying stories, analyzing stories, connections between narrative and social science, artifacts and codes, leadership and change, and the differences between globalization and the local. Below we present a specific list of each theme per lecture.

1. Introductory lecture. The social constructivism.
2. Construction and reconstruction of Action Nets.
3. Narrating the Organizing and Organizing the Narratives.
4. The "narrative turn" in social studies.
5. How Stories are Made.
6. Collecting stories: the role of oral tradition.
7. How institutions become inscribed in technical objects.
8. Codification and methods of code management.
9. Reading narratives: the Hernadi triad.
10. Structural analyses: Propp, Greimas and other types of structural analysis.
11. Leadership as service.
12. Organizational change and its paradoxes: Is it Possible to Lift Oneself by The Hair?
13. Poststructural analyses: Poststructuralism, interruption, Deconstruction.
14. How ideas travel the world: imitation and fashion.
15. Gender, speed and slowness: cultural imperialism and the news rush.
16. Reading and writing the social sciences.
17. Organizing Without Organizations?.
18. Closing lecture. Storytelling, social science and dangerous stories from the field.

Readings/bibliography

Mandatory Reading

The course will be supported through compulsory readings and some optional readings that may help students to better focus their study.

- Czarniawska, Barbara (2004), *Narratives in Social Science Research*, Thousand Oaks, California, Sage. [tr. it.: (2018) *La narrazione nelle scienze sociali*, Napoli, Editoriale Scientifica].

- Czarniawska, Barbara (2014), *A Theory of Organizing*, Cheltenham, UK, Elgar. [tr. it.: (2020) *Per una teoria dell'organizzare*, Napoli, Editoriale Scientifica].

Optional Readings

- Watzlawick, Paul (1984), The invented reality, New York: W.W. Norton and Co.
- Gagliardi, Pasquale (1986), Le imprese come culture, Torino, Isedi.

During the course, new readings and insights may emerge in the dialogue between faculty and students.

Teaching methods of the course modules

The course will consist mainly of classroom lectures, during which an attempt will be made to establish a critical relationship toward the texts in the bibliography. These will be accompanied by online sessions and workshops of cooperative learning.

In addition, students will be able to follow the course on a dual register of thought, the one proposed in the classroom and the one present on "Federica Web Learning" under the heading of "Risorse Umane e Comportamento Organizzativo". In this way, students will have the possibility to confront themselves with practical stories in which to apply narrative tools to better understand the action networks, the relationship with artifacts and all the other theoretical dimensions covered in class.

Risorse Umane e Comportamento Organizzativo:
<https://lms.federica.eu/enrol/index.php?id=164>

Exam type:

The examination will be in written form. Students are expected to have an ability to "overlap" between what emerged in the course and between their personal life experience and their experience with organizations.